



Disability and Inclusion Policy

At Heritage College (“**the College**”) our vision is to be a learning community with the creative and responsive mind and spirit of Christ. We attempt to develop a teaching and learning collegiality in recognition of life that is to be lived wholly in response to God. The College seeks to employ the principles, practices and values of a Christian theology and tradition to underpin and develop all relationships and learning.

1. Scope

1.1 This policy applies to all Students who are enrolled or are seeking enrolment at the College.

2. Rationale

- 2.1 The College aims to support all Students in their engagement in meaningful learning, and provides an open, safe and welcome environment which promotes equality and inclusion.
- 2.2 As an educational authority, we seek to contribute to the accessibility of education by welcoming Students from a broad range of backgrounds as well as Students with specific physical, educational, social or emotional needs, who are supportive of our Christian understanding of the world.
- 2.3 To ensure the College can meet its obligations to provide a meaningful education and a safe environment that will enrich our students' lives, it is necessary that the College be provided with relevant information both at the time of enrolment and during the course of a Student's enrolment, to allow the College to assess what, if any, adjustments may need to be implemented to support a Student.

3. Principles

- 3.1 The College strongly supports the right of Students with Disabilities and/or Complex needs to have access to education.
- 3.2 The College fosters an inclusive culture and encourages positive and unprejudiced attitudes about people with Disabilities and/or Complex needs.
- 3.3 The College recognises the right of Students with Disabilities to have reasonable adjustments made to ensure they can be an active participant of both their learning and the College.
- 3.4 The College will actively communicate with the Parents of Students with Disabilities and/or Complex needs to ascertain what reasonable adjustments are required.
- 3.5 All staff of the College understand their obligation to prevent harassment and victimisation of a Student with a Disability and/or Complex needs.
- 3.6 Enrolment to the College, including the continuation of such enrolment, will be contingent on the College's ability to provide the reasonable adjustments required to support the active involvement of a Student.
- 3.7 The College understands the private nature of the information that may be disclosed by a Student or Parents about the Student's Disability and/or Complex needs, and handles personal information in accordance with its Privacy Policy.

4. Procedure

- 4.1 Crucial to the College's ability to support Students in their education is the partnership the College has with Parents. The College shares a responsibility with Parents for the educational outcomes of their children and requires Parents to be open and work with the College to share all necessary information in relation to the Student.
- 4.2 The appraisal process for applications will occur at the earliest opportunity to provide the maximum potential for applications to be successful and to ensure a smooth transition for new Students into the College.
- 4.3 The College requires that Parents disclose all information in relation to the Student's disability and/or complex needs which may impact upon the Student's participation in their learning at the College. The requirement for disclosure of information exists when a Student's application for enrolment is lodged and at any other time during the Student's



enrolment at the College, including where there are changes in needs or behaviours of the Student.

Application for a new enrolment at the College

- 4.4 During the enrolment process, the College requires all Parents provide information in relation to the Student's disability and/or Complex needs.
- 4.5 Where information obtained by the College indicates that a Student has a Disability, the Principal, or their delegate, will consult with the Student, and the Student's family or carers, to determine whether the Disability would affect the Student's ability to participate in or derive substantial benefit from the educational program at the College. Following the consultation, the College will assess whether it is necessary to make an adjustment, and whether that adjustment is reasonable.
- 4.6 The Principal may require the Parents to provide medical, psychological or other reports from external specialists, and/or require an independent assessment of the Student to enable the Principal to determine what adjustments are necessary and whether they are reasonable (having regard to the criteria in this policy for determining reasonable adjustments).
- 4.7 The College may also request that the Student undergo further assessments, medical or psychological, where there is not enough information to enable the College to determine what reasonable adjustments are necessary.
- 4.8 If reasonable adjustments are necessary to enable a Student to enrol in or participate at the College, the College will make those adjustments to the extent that they do not involve unjustifiable hardship. In determining whether an unjustifiable hardship would be imposed on the College, the Principal will take into account the relevant circumstances of the case including the nature of the benefit or detriment likely to accrue or be suffered by any persons concerned (such as other Students, staff, the College community, the Student and the family of the Student). This includes (without limitation):
- (a) costs resulting from the Student's participation in the learning environment, including any adverse impact on learning and social outcomes for the Student, other Students and teachers; and
 - (b) benefits deriving from the Student's participation in the learning environment, including positive learning and social outcomes for the Student, other Students and teachers; and
 - (c) the effect of the Disability on the Student; and
 - (d) the College's financial circumstances and the estimated amount of expenditure required to be made by the College community - including costs associated with additional staffing and the provision of special resources or modification of the curriculum; and
 - (e) the impact of the adjustments on the College's capacity to provide education of high quality to all Students while remaining financially viable; and
 - (f) the availability of financial and other assistance to the College (such as financial incentives, subsidies or grants available to the College as a result of the Student's participation); and
 - (g) the nature of the Student's Disability, the Student's preferred adjustment, any adjustments that have been provided previously and any recommended or alternative adjustments.
- 4.9 The Principal will discuss with the Student and the Student's Parents (as appropriate) the concerns that it has regarding any proposed adjustment that would cause unjustifiable hardship to the College.
- 4.10 If the Principal is satisfied the Student and the Student's Parents (as appropriate) have been sufficiently consulted, and:
- (a) adjustments required are not reasonable; or
 - (b) adjustments would cause unjustifiable hardship; or
 - (c) the Student could not participate in or continue to participate in or derive or continue to derive any substantial benefit from the educational program even after the adjustments are made,
- the College may decide to decline to offer the Student a position or may defer the offer.



Active enrolment within the College

- 4.11 The College asks that all Parents maintain open communication with the College, particularly in relation to the needs of their children, throughout the Student's school life.
- 4.12 Where a Student's Disability and/or Complex needs are not disclosed to the College at the time of enrolment, but are later identified, this can cause significant disruption to the Student.
- 4.13 Where the College identifies that a Student requires reasonable adjustments due to a Disability and/or Complex needs, the responsible staff member will consult with the Parents to determine what supports the Student requires.
- 4.14 Parents may be asked to provide further information in relation to the Student to assist the College to determine the reasonable adjustments, if any, required for the Student's participation at the College. Where information is not provided to the College, it may make an assessment of the required reasonable adjustments at its discretion.
- 4.15 Having regard to the information collected, the College will make a decision as to the reasonable adjustments necessary to ensure the Student can participate in or continue to participate in, or derive, or continue to derive any substantial benefit from the educational program at the College.
- 4.16 Where a decision is made mid-term that the College cannot support a Student with a Disability and/or Complex needs, the College will endeavour to support the Student until the completion of that term, only where doing so will not have a negative impact on the Student or will not pose a risk to the health or safety of students or staff of the College.

5. Student Welfare Team

- 5.1 If the College accepts or continues a Student's enrolment, where the Student has a Disability and/or Complex needs, the College is obliged to make adjustments to support the Student's enrolment, where the adjustments are reasonable and where, having regard to those adjustments, the Student is able to participate, derive or continue to derive a substantial benefit from the educational program at the College.
- 5.2 To assist a Student's participation at the College, at its discretion, the College will convene a Student Welfare Team.
- 5.3 The Student Welfare Team may develop a support plan outlining what supports the College will provide to the Student. A support plan may be introduced at the time of enrolment of the Student, or at a later point where the College identifies the need for supports to be implemented. The College may vary a support plan where it deems it appropriate.
- 5.4 The Student Welfare Team will be invited to meet at least once per term and will make recommendations in relation to the support plan including Student achievement goals, timelines and methods of evaluation, the use of support staff and external consultants and the use of any additional resources required.
- 5.5 In agreeing to the Terms and Conditions of Enrolment, Parents acknowledge and agree to support the College in its implementation of any support plan and work with the College to ensure the Student is able to participate and derive a substantial benefit from the educational program offered at the College, and to be involved in the regular review and updating of any support plans.

6. Failure to disclose

- 6.1 Where a Student or Parent fails to disclose information relating to a Student's Disability and/or Complex needs, the College's ability to consider reasonable adjustments is heavily compromised.
- 6.2 At the College we aim to support Students to be the best they can be. The College requires Parents to support this endeavour by partnering with the College and providing all information relevant to the Student.

7. Privacy

- 7.1 The School collects personal information, including sensitive information regarding Parents, guardians and Students, during and subsequent to the enrolment process in accordance with its Privacy Policy. The primary purpose of collecting such information is to



enable the completion of the enrolment process and, during the course of enrolment, to provide for the best interests of Students. Please refer to the Privacy Policy for more information.

- 7.2 Any information provided to the College in relation to a Student's disability and/or complex needs will only be used for the purpose of supporting the Student.

8. Definitions

“Complex needs” means any physical, intellectual, social or emotional needs a Student may require in addition to supports the College ordinarily provides to facilitate their meaningful participation at the College.

“Disability” can mean:

- (a) total or partial loss of the child's bodily or mental functions; or
- (b) total or partial loss of a part of the body; or
- (c) the presence in the body of organisms causing disease or illness; or
- (d) the presence in the body of organisms capable of causing disease or illness; or
- (e) the malfunction, malformation or disfigurement of a part of the child's body; or
- (f) a disorder or malfunction that results in the child learning differently from a child without the disorder or malfunction; or
- (g) a disorder, illness or disease that affects a child's thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour.

“Parent” applies to all caregivers for the Student including, but not limited to parents, guardians, step-parents, grandparents, extended family members, caregivers.

“Student” means the child named in the Application for Enrolment.

Evaluation

This policy will be reviewed every three years.

Ratified by Heritage College School Council 27th July 2021

TO BE REVIEWED 2024